



CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 3523

CENTRAL OKANAGAN SCHOOL EMPLOYEES' UNION

June 17, 2025

Board of Education
Central Okanagan Public Schools
1040 Hollywood Road S
Kelowna, B.C.
V1X 4N2

Dear Trustees,

On behalf of CUPE 3523, I would like to extend our appreciation for the recognition given to one of our members during the recent board meeting, in honour of their Civic Award achievement. Acknowledging the accomplishments of dedicated staff is essential in fostering a positive and respectful work environment, and we thank you for taking the time to celebrate this milestone.

However, we must also express our deep concern regarding the conduct of one trustee who chose to visibly abstain from participating in the recognition. This deliberate act was not only upsetting to the member involved, but also raises serious concerns about equity, professionalism, and the standards of respect expected from those in leadership positions.

As a union, we are committed to promoting a safe, inclusive, and respectful workplace for all employees. The action taken by this trustee sends a disturbing message and undermines the values of acceptance and support that our educational system should uphold.

Regardless of personal beliefs, trustees have a collective responsibility to model equitable and respectful behavior—especially during moments intended to honor staff contributions.

We trust that this matter will be taken seriously and reflected upon, as the board continues its work to foster an environment where all employees feel seen, valued, and respected.

Sincerely,

A handwritten signature in black ink, appearing to read "Teri Wishlow".

Teri Wishlow

President, Local 3523